

REGULATOR OF SOCIAL HOUSING (RSH) ROLE PROFILE

Role	Financial Analysis Manager	Directorate	Regulatory Engagement
Reports To	Senior Financial Analysis Manager	Section	Regulatory Engagement
Post Reference		Grade	17

Purpose of the Role

The Financial Analysis Manager directly leads on the regulation of an assigned portfolio of large, high risk and complex providers and oversees the work of assigned teams of Analysts, to deliver effective regulation of other Registered Providers to gain sufficient assurance they are well governed and financially viable and that the economic standards are being met.

The Financial Analysis Manager will support the Analysts in tailoring and planning the analysis and engagement on assigned cases, to ensure the work is carried out to achieve the appropriate scope and depth in relation to risk profiles and the complexities of the Registered Provider business model.

This supports RSH to discharge its statutory duties and achieve its purpose of promoting a viable and well-governed social housing sector able to deliver homes that meet a range of needs.

Main Duties and Key Accountabilities of the jobholder

Key Accountabilities:

1. Develop and manage credible regulatory relationships with an assigned portfolio of large, high risk and complex providers with the objective of gaining sufficient evidence and assurance on compliance with the regulatory standards. Ensure that effective management of relationships permeates throughout the team with the objective of ensuring that providers are financially viable, properly governed, delivering value for money and can demonstrate they are managing the risks inherent in their business plans.
2. Carry out a programme of targeted and proportionate regulatory assessments and interventions for an assigned portfolio of providers mainly but not solely focussing on financial and VFM issues.
3. Support the Senior Financial Analysis Manager and Senior Regulatory Engagement Manager in delivering effective regulation for the team's assigned portfolio via a matrix management approach, drawing their attention to key risks and issues that may require a change in the scope and depth of the assigned work.
4. Lead the management of a dispersed team of Analysts, ensuring that the agreed scope of work is carried out to deliver risk-based regulation in accordance with corporate policies and procedures and to agreed quality standards
5. Review work prepared by the Analysts ensuring quality in compliance with professional standards and/or requirements.

Main Duties:

6. Act as an RSH representative in meetings and communicating directly with designated providers ensuring that key regulatory issues, in particular those related to technical or complex financial concerns reach a positive conclusion and that in turn, social housing assets are protected. Manage conflict assertively and consistently, supporting other staff in achieving the appropriate level of challenge in engagement with Registered Providers.
7. Contribute to the delivery of a programme of high-quality regulatory engagement and assessments which is joined up, risk-based and focused on ensuring compliance with the economic standards.

Main Duties and Key Accountabilities of the jobholder

8. Ensure that corporate approaches to quality assurance and control are consistently applied to the team's work and that the team's outputs meet agreed quality standards.
9. Ensure accurate and timely recording of decisions and project monitoring information relating to regulatory tasks to agreed quality standards to enable effective evidencing of the outputs and outcomes of the Operations Team's work.
10. Support RSH's stakeholder engagement programme by representing Regulation at speaking engagements and at relevant regional forums

Working Relationships and Contacts

External Relationships:

- Board members, Executive Teams and other staff of registered providers to challenge performance and discuss areas of potential or actual non-compliance with standards and in-depth financial viability and governance issues.

Internal Relationships:

- Quality assurance panels to effectively explain the evidence and assurance gained from external engagement.
- Influence those they are working with on assignments to achieve quality outputs
- RSH staff outside the Regulatory Engagement to support the delivery of joint initiatives and provide advice and support where there are recognised interdependencies.

Core Job Skills

Qualifications:

- CCAB financial qualification or equivalent experience with a recognised competence and experience in financial regulation or financial management.

Knowledge, Skills & Experience:

- Experience of delivering results in a regulatory, financial or assurance-based environment.
- Experience of and excellent understanding of financial modelling and critical and analytical evaluation, able to exercise sound professional judgment and reach conclusions, including the quality control of the work of others.
- Experience of managing credible relationships with staff at senior levels.
- Excellent communications skills, report writing, project monitoring and presentation skills including the ability to present technical information to non-specialists.
- Awareness of the principles of good corporate governance and associated constitutional issues
- Able to evaluate how organisations have applied the principles of good governance, business planning and risk management and an understanding of the risk environment in which providers operate
- An understanding of the housing and financial markets and wider macroeconomic policy
- An understanding and commitment to the principles of modern regulation as represented by the co-regulatory approach
- Experience of people and programme management with a proven ability to inspire staff and lead a geographically dispersed team to deliver, within a matrix management approach. The ability to work across team boundaries in a collaborative and inclusive way

General Responsibilities

- To adhere to RSH Equality and Diversity and Equal opportunities policies in all activities and to actively promote equality of opportunity.
- To be responsible for your own health and safety and that of your colleagues and all others in the workplace, in accordance with RSH Health and Safety policies.
- To demonstrate RSH core values in all working relationships within the workplace
- To work in accordance with RSH Data Protection Policies and adhere to RSH Freedom of Information policies where appropriate.
- To undertake such other duties as may be reasonably expected